

GUARDING WOMEN WAR WORKERS

Seventy-five Per Cent of Disabilities Can Be Eliminated, Says Head of Civilian Workers Branch of Ordnance Department

By G. McAllister Aird

HEALTH is a nation's greatest asset for achievement, and it is a hundred and one other things for the individuals who make a nation possible. At no time more than at the present has there been a greater need to have the truth of this borne in on us. And what are we doing about it?

The Secretary of War, Mr. Baker, will tell you that we, the United States of America, in this year of grace 1918 are doing very definite and remarkable things for strengthening the health of this nation by training millions of men to be physically fit to meet the exigencies of war "over there." By way of proof, he can point to groups of men who leave civilian life in non-descript groups for the various canyons, and later, renewed in body, take ship for the service overseas. His proof is undeniable. But not all of the nation is included in those companies of men.

Millions are left behind. What of them? But to keep our point of view within the lines for the building up of military might, what of the physical well-being, particularly of the women who are forming the army "over here," the great industrial army which is making possible the tremendous output of supplies for the armies of men and the successful prosecution of the war?

Hospital Lists
Show the Standard

Dr. Kristine Mann, of New York, director of the civilian workers' branch of the ordnance department, believes that we must give immediate attention to the health of this industrial army of win-the-war women. She says:

"The best measure of the success with which industry is using women to maintain and to increase the output for war conditions is the continued good physical condition of women

workers. Absentee lists, poor time-keeping and a large turnover are all connected with the health problem of any factory, whereas well kept hospital records show how much the output of a factory is increased by the elimination of even petty illnesses, the illnesses which have heretofore been accepted as necessary evils.

"Illnesses are always evils, but they are not always necessary. And yet at the present time the standards of productivity in factories are defined by the acceptance of those very evils. In other words, the standards of output in factories are defined by low standards of health.

"Seventy-five per cent of those disabilities can be eliminated from the lives of the women who are employed in the industrial world. They may be eliminated by a wise teaching of the value of hygienic conditions both inside and outside the factories in which women are employed. It is absurd to suppose that women will work effectively and with unbroken time if they take no interest in their health, and live on pickles and sweets; if they are kept at work for such long hours that they do not really have sufficient time in which to recuperate at night; if they sit or stand eight or nine hours a day in the same position, and get no exercise or play to counteract the effect of monotony of posture, or if they are admitted into a factory without a physical examination and are placed at work which is too heavy for them.

Hygiene in Home
And Factory

"A demand of the moment, a vital concern of every manager of every factory in which war supplies are manufactured, is to compel a decrease in ill health among the women employees, in order that there may be an increase in their efficiency. To this end their lives must be made hygienic.

"Only two considerations are involved, a hygienic factory and a hygienic home. The conditions in the

DIRECTOR OF CIVILIAN WORKERS' BRANCH OF THE ORDNANCE DEPARTMENT



DR. KRISTINE MANN

factory include correct ventilation, lighting and protection from the hazards of fumes and other poisons; fixing the hours of labor within the ability

of the workers and a physical examination on entrance into the factory work, not only to detect disease, but also to estimate the physical power and the suitability of the workers to their particular jobs.

"There must also be due consideration given to lunch and wash rooms, to appropriate clothing and to medical care in cases of sickness. The conditions for health in the home are different from those in the factory only so far as the details for living within the household are different from those within the factory; in the elements for clean living the essentials for food, air, rest, recreation and comfortable clothing are the same.

"On whom should the responsibility for maintaining proper conditions be placed? The employer cannot be made solely responsible. He may supply a lunch room, but the worker must choose her own diet. He may supply, or help to supply, dwellings, but the home-maker must manage them. He may provide caps for protection in the workshop, but the employee must remember to wear hers. The employee must be responsible for her hours of sleep, her food and the recreation and the exercise which she takes. She cannot, of course, regulate her life fairly if her hours of work are too long and if her wages are not sufficient for her needs. (Long hours of labor are bad, not so much on account of what they do to those employed as on account of what they prevent them doing for themselves.) And the problem is what? It is the problem of cooperation between managers and employees in the interests of efficiency gained by their appreciating to the utmost the wealth that lies in good health.

For Trained

Health Supervisors

"Considering the tremendous importance of the health of women in industry and the physical readjustment which they will have to make before they are satisfactorily absorbed into the occupations of men, and considering how successful readjustment is practically dependent on the intelligent cooperation of the workers with the management of a plant, it is necessary to have associated with any factory employing women a trained health supervisor, whose duties should be to see that the hygienic surroundings in which women work and live are made as satisfactory as is possible, and, too, to see that they are taught to appreciate their personal responsibility in matters concerning their own health.

"The British Ministry of Munitions in the early months of the war passed a law to the effect that lady superintendents, as they were named, should be appointed in all factories employing women. This worked well in those factories which secured the right kind of superintendents, but it was resented by the employees in less fortunate places, where the patronizing kind prevailed. For the most part these women superintendents were untrained and inexperienced, and this accounted in many instances for their failure to fill the bill.

"Britain has recently started courses for the training of her women superintendents, and they are proving unmistakably their worth as factors of efficiency for Britain's weal. This is what we need right now in this country—a school to train health officers or women supervisors of health. This type of executive is particularly the

Hygienic Factory and Home Both Needed for Best Productivity

need of war industries, and it is what other industries will come to—the employment of health officers who will know how to interest the women of industry in keeping up a high standard of output by sane methods of living; in general, by establishing an esprit de corps among all employees regarding their health.

"What does the course of training for such health officials involve? is a pertinent question. These health supervisors should be able to give practical advice to factory managers concerning rest rooms, canteen service, the physical condition of individual women, not with respect to disease especially, but with respect to the probable physical endurance and efficiency of each woman. And they should be able, by keeping in touch with the women, to observe early signs of undue fatigue and to suggest ways of obviating strain and conserving power. They should be able to advise the women as to their diet, rest, recreation and clothing.

The Ideal
Training Course

"The ideal course, without a doubt, for this kind of training, should be similar to the course given in the first two years of the medical college. I refer here to the schooling pertaining to normal body functioning; this to be supplemented by a course in labor problems and practical work for social service among factory people. Such study would turn out real industrial hygienists, who would be capable of planning healthful conditions within the factory and within the home. But we cannot wait two years for the graduates from such a school. We need trained women supervisors of health now. We in the women's division of the Industrial Service Section of Ordnance have, therefore, planned an intensive course of study at Mount Holyoke College.

"Inexperienced women or young college girls, recently graduated, we do not mean to take for training in this work. We have chosen, instead, those whom we shall teach from two groups of women: First, there are those who have already had successful experience as industrial supervisors or social workers. Their previous study will be supplemented by courses in physiology and hygiene; these courses to centre about the question of health as it peculiarly affects the life of the woman in industry. Second, there are the graduates of colleges of physical education whose training has been supplemented by a study of labor problems and by practical interests in factory problems.

"This school will be open from June 26 continuously for eight weeks. There is no tuition fee.

Importance Is

Being Recognized

"Vivid, wholesome personalities in health supervisors will have stimulating influences in any community of women. Then, granted healthful surroundings in which to labor, the women factory forces will turn their attention to the possibility of increasing their physical power with an intelligence of appreciation to understand the full meaning of this power as it affects their value to themselves and to their employers. They need but have their imaginations stirred to see the connection between physical wellness and a fullness of experience. They need but have their imaginations stirred to understand the significance of bodily comfort and bodily health to their own importance in being recognized in the industrial army as win-the-war women."

Russian Officer

Urges Intervention
Led by Americans

A statement calling for intervention in Russia by England, France and the United States, "written by a distinguished Russian officer, who has fought the Germans for three years," who mentions Japan just once in the course of his appeal, was made public yesterday by the American Defence Society. He mentioned Japan as a suitable stopping place for Russians en route from the United States to Russia to engage in propaganda work.

"The intervention should be conducted under the American flag, he says, and he regards Vladivostok as the best point of entry because of the stores accumulated there, the shops and the Transiberian Railway. The American troops, he thinks, should have a strong Slavic element among them. Many Russian officers would be found available to cooperate in the expedition, he says, both in a military way and as propaganda directors.

A strong propaganda must accompany the military force and also a considerable relief organization, he declares. He recommends that the Allies work in complete harmony with Admiral Kolchak, former commander of the Black Sea fleet, who is now in Harbin.

"The masses of the people in Russia," he says, "will support intervention, provided the military operations be accompanied by a propaganda and a broad relief work and the Allies issue a proclamation recognizing the political independence of free Poland, including the three Polish—Russian, Prussian and Austrian—of Bohemia, and the Jugo-Slavs."

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An Important Mid-Summer Sale of Women's Apparel

Here is without question the most remarkable opportunity of the Summer season to buy apparel for almost every occasion, in carefully chosen styles that maintain this Store's high level as a fashion authority, and at the season's lowest prices.

This, at a time when economy in one's outlay for Clothing is distinctly important, and also when most of the wearing season is still ahead.

So many of the garments are but one or two of a kind that details are impossible; but here are the prices:

Women's Summer Coats

Gabardine, Serge, Baronet Satin, Crepe, Velour, Satin, Tricotine and other materials, in a great variety of styles.

\$18.95	Originally \$29.95
\$24.95	Originally \$29.95
\$29.95	Originally \$39.95
\$34.95	Originally \$42.95

Women's Separate Skirts
At \$6.95

167 Silk Skirts that were \$9.95, and a special group. Materials include silk tussah, Pussy Willow silk, foulard and fancy taffeta.

At \$5.95 to \$14.75

48 Wool Skirts, including plain and striped flannels, striped serges, worsted checks and wool jerseys.

At \$4.95 to \$8.95

85 Washable Skirts, some slightly mused, in organdie, voile, pique, gabardine and novelties.

Women's Summer Dresses

A great variety of charming Summer styles, in organdie, cotton, gabardine, voile, crepe de chine, taffeta silk, linen, figured chiffon, white net, foulard, silk jersey.

There are Dresses for street, afternoon and sports wear—in many cases but one of a style. Reductions are very pronounced—

\$12.98	Originally \$15.95
\$17.98	Originally \$24.00
\$27.50	Originally \$37.75
\$37.50	Originally \$55.00

Women's Tailored Suits

About 100 Suits, mostly one of a style; in tweed, taffeta, satin, faille silk, Baronet satin, serge, covert cloth, tricotine, gabardine and other fashionable fabrics; reduced thus—

\$18.75 to \$44.75

Original prices \$29.75 to \$129.50
Second floor, Central Building.

The Mid-Summer Sale of Women's Fur Coats

At 25 to 33% Less Than Next Winter's Prices

This is an occasion intended for the benefit of those women who are sufficiently farsighted to anticipate their later needs for Fur Coats for the sake of making a handsome saving NOW. We offer:

35 New Models for Winter, 1918-19

ordered for our regular stock, and intended to be sold this coming season at full prices, at ONE-FOURTH to ONE-THIRD LESS than these prices.

Fur market conditions are extraordinary. Labor has risen in some cases as high as 100%. It costs as much to CUT a coat today as it did to MAKE a Coat last season. Prices of fur pelts have advanced all along the line. But by placing our orders far enough ahead to avoid many of the rises, and by marking these Coats at specially low Summer prices, we are able to announce this Sale in all its importance.

There is a wide choice of styles which are AUTHORITY.



Coats with loose back and belted front
Fitted Coats, with flaring skirts
Rippling Coats, with large collars
The new Short Coats, with loose back and belted front
Coats trimmed with lynx, skunk, squirrel, beaver and Hudson seal
Coats and Coaters, 27- and 36-inch, in beautiful models.

Here Are the Special Summer Prices:

Hudson Seal (Dyed Muskrat) Coats	Nutria Coats, Taupe and Natural
\$150 \$160 \$175 \$185	\$135 \$160 \$175 \$210
\$225 \$275 \$350 \$425 \$525	
Natural Tiger Cat Coats	Caracul Coats
Trimmed with nutria and Hudson seal; for motor or street wear—	In a full-length, belted model—
\$120 and \$135	\$225
Natural Muskrat Coats	Mole Coats
In a handsome belted model—	Beautiful Coats, 48 inches long, of fine Scotch mole—
\$110 and \$165	\$550

Second floor, Central Building.

GREAT MONDAY BARGAINS IN BRIEF

Artistic Cretonnes, 35c. yd., have been 45c. and 59c.
Good Suits for Men at \$17.00. Some were \$20.00.
Bed Spreads at \$3.69 each.
Voiles, 29c. yd. Our 35c. to 50c. Grades.
Rolled-Gold Plate Bracelets, 59c.
Table Lamps, \$6.98, reduced from \$9.98.
Films Developed at 5c. a Roll.
Black Enamel Suit Cases, \$4.95 to \$6.45.
32-in. Fast Black Surf Cloth, 69c. yd. from 89c.
Galens at 10c. and 12c. yd.
Handkerchief and Glove Boxes, 59c. from 79c.
Men's Suits to Order, \$30.00.
Muslin Hemmed Sheets, 1 1/2 x 2 1/2 yds., \$1.25 each.
Boys' Wash Suits at \$1.87.
Sun and Rain Umbrellas, \$3.98.
Men's Foulard Silk Four-in-Hands, 35c.
Lawn Swings, \$6.49.
Women's Linen Handkerchiefs, 29c.; were 49c. and 75c.
Warner's Rust Proof Corsets, \$1.19.
After-Inventory Sale of Fine Lingerie.
4,000 Yards Printed Voiles, at 29c. a yard.
Sheffield Plate Reproductions, \$4.85 for \$5.65 to \$8.50 grades.
Women's 2-Clasp Chamotte Gloves, 73c. pair.
Fibre Silk Coat Sweaters, \$7.46 and \$7.96.
Women's Beaver Brown Kidskin Pumps, \$3.95 from \$6.50.
Infants' Nainsook Slips, 49c.
Misses' Crepon Bloomers, 89c.
Women's Pure Silk Stockings, 98c. pair.
100-Piece American Porcelain Dinner Sets at \$13.98 from \$18.49.
Light Cut Crystal Table Stemware, 29c. each.
Imported Shantung, \$1.19 yard from \$1.49.
"Prospect" Lawn Mowers, \$3.98, regularly \$5.35.
The Semi-Annual Sale of Wilton Rugs.
White Trimmed Milan Hats at \$1.95.
Hemmed Cotton Huckaback Towels, \$1.17 a dozen.
Portuguese Sardines in Olive Oil, 1/4 tins, 23c. each.
United States Food Administration License Number G-03078.
New Valenciennes Laces, 49c. and 79c. the piece.

Watch for the Very Important TUESDAY BARGAINS
Which Are NOT ADVERTISED, but May Be Recognized by Special
Signs Displayed in Various Departments Throughout the Store.

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STORE CLOSING AT 5 P. M.—SATURDAYS AT NOON

A Sale of Blouses

Twenty Styles
at a Special Price
\$1.95

A SPECIAL PURCHASE of a manufacturer's surplus stock and models made up from end pieces of his popular fabrics.

Included are some models that have been special values at \$2.95 in our own stocks, the fruits of purchases to advantage. Any Blouse in the collection is worth more than this disposal price.

Some twenty styles in all, including many slip-on models.

The Three Styles Pictured



Square neck model, buttoned back in slipover effect, tucked and trimmed with picoté filet lace.
White voile Blouse with tucked front, various shapes of roll collar.
White voile jabot Blouse, trimmed on collar, cuffs, and jabot frills with pipings of colored batiste.
Others are of plain white voiles or batiste, some of embroidered voiles, some of striped voiles. Some white Blouses have collars of rose or blue organdie, plain or with frills. A good style has hand-embroidered collar and tucked Tuxedo front. Another has groups of clove-plaited frills. Some are trimmed with Venise or filet lace; some have lace medallions on the collar; some have hemstitched tucks.

Midsummer Sale of 50,000 Yds of American Silks

These are all of superior qualities, all made in America, and they include Silks for every purpose and in colors as well as white and black.

36-Inch Black Bathing Suit Satin, \$1.50
A good strong quality, yarn dyed in a good black. Some 500 yards in the offering.

35-Inch White and Flesh Wash Satins, \$1.50
Very fine luster and suitable for skirts, blouses, lingerie, etc.

\$1.75 Black and Colored Georgette Crepe, \$1.50
\$1.75 Black and Colored Crepe de Chine, \$1.50

These popular silk Crepes, Georgette and Crepe de Chine are all silk and 40 inches wide. Evening and Street shades, also white, flesh, black.

\$1.50 All Silk Black Rajah Pongee, \$1
Some 600 yards of this black outing Silk, for rough-and-ready garments.

Over 100 Styles of Fancy Silks, \$1 to \$3 a Yd.

Including plaids, stripes, printed Silk Voiles, Georgette Crepe, Gingham Silks, Khaki-Kool novelties, etc.
\$3 white 40-inch Sports Silk Pongee, \$2.
\$4.50 colored Sports Silk Pongee at \$2.10.

\$3.50 and \$5 Plain White and Ecru Sports Silk, \$2.50

Standard make of Sports Silks, known the country over. The balance of a great purchase at the lowest known prices.

\$2 and \$2.50 40-Inch Foulard Silks, \$1.48, \$1.69

Select and exclusive patterns in both these qualities. Handsome printed designs.

Silks Store, Main Floor, Bond Street.

3,700 Pairs Silk Gloves at 50c

A PRICE THAT HAS NOT been seen for months, but a quality fully up to the standard of the best fifty-cent Gloves we have had in "before the war" times.

White and black, excellent quality tricot silk Gloves of a good weight, self-stitched backs and double finger tips to insure service.

We have no hesitancy in advising free buying even for the distant future. None will be sent C. O. D. none reserved for mail or telephone orders.

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